

North Carolina Department of Health and Human Services Beginning Teacher Individual Growth Plan

Name: _____ School: _____

Assignment: _____ School Year: _____ ILT Year: _____

Mentor: _____ Assignment: _____

Directions

1. Fill in the identifying data on the beginning and mentor teachers. Specify the school year and circle the correct number to indicate if the beginning teacher is in the first, second, third, year, etc.
2. Using the SERVE Teacher Assessment and Growth (TAG) Matrix, the mentor and the beginning teachers identify the Beginning Teacher's strengths and areas for Improvement.
3. Choose 3 Performance Dimensions to focus on for the year.
4. Identify the Activities/Strategies that the Beginning Teacher will use to focus on the targeted Performance Dimensions during the school year.
5. Identify the Resources (people, materials, workshops, time, etc.) needed to accomplish the Activities/Strategies.
6. Identify a Target Date for each Activity/Strategy.
7. Record the Completion Date for each Activity/Strategy.
8. Identify the Evidence of Completion for each Activity/Strategy.
9. Throughout the year, evaluation of the Beginning Teacher's progress toward the targeted Performance Dimensions occurs at post-observation conferences. The Beginning Teacher, Mentor Teacher, and Supervisor should summarize that progress on the Assessment Conferences form.

SERVE Teacher Assessment and Growth Worksheet

The Mentor and the Beginning Teacher need to collaborate on the needs assessment for the Beginning Teacher. Years 1 and 2 begin with a review of the Beginning Teacher's strengths and areas for improvement based on the SERVE Teacher Assessment and Growth Matrix. Record the results below. In year 3, the Beginning Teacher should perform a self-assessment, shares it with the mentor, and records the results.

Performance Dimension	Strengths	Areas for Improvement
1 (Year 3)		
2 (Year 1)		
3 (Year 1)		
4 (Year 1)		

5 (Year 2)		
6 (Year 3)		
7 (Year 2)		
8 (Year 2)		
9 (Year 1)		
10 (Year 2)		
11 (Year 3)		
12 (Year 2)		
13 (Year 1)		
14 (Year 1)		
15 (Year 1)		
16 (Year 1)		
17 (Year 1)		
18 (Year 1)		
19 (Year 2)		
20 (Year 2)		
21 (Year 1)		
22 (Year 1)		
23 (Year 1)		

Beginning Teacher Growth Plan

Targeted Performance Dimension Goals	Strategies and Activities	Resources	Target Completion Date	Evidence Of Completion	Date Completed

Signatures and Dates at Time of Implementation

Beg. Tchr. _____

Mentor _____

Admin. _____

Signatures and Dates at Time of Completion

Assessment Conferences

Use this form to record comments from the beginning teacher, mentor, and supervisor from each post-observation conference. These coincide with the observations done by the supervisor, not the peer observation.

Date	Beginning Teacher Comments and Signature	Mentor Teacher Comments and Signature	Supervisor Comments and Signature
	Signature _____	Signature _____	Signature _____
	Signature _____	Signature _____	Signature _____
	Signature _____	Signature _____	Signature _____